



DEPARTMENT OF HEALTH AND HUMAN SERVICES
ALBUQUERQUE AREA INDIAN HEALTH SERVICE



The Albuquerque Area Indian Health Service defines its mission as a commitment to the well-being and cultural integrity of Indian people through a participatory and consultative process.

THE ALBUQUERQUE AREA INDIAN HEALTH SERVICE IS A "SMOKE-FREE" ENVIRONMENT

VACANCY ANNOUNCEMENT

VACANCY ANNOUNCEMENT NO.	OPENING DATE	CLOSING DATE
ZSU-MPP-610A ZSU-ESEP-610A	February 9, 2004	OPEN CONTINUOUS

POSITION TITLE, SERIES, GRADE AND SALARY

Clinical Nurse
GS-610-09, \$48,072 per annum

LOCATION & DUTY STATION

PHS Indian Hospital
Nursing Department
Zuni, New Mexico

Specialties include:

General Medical/Surgical
Ambulatory Care/Triage/ER
OB/GYN

(Special Salary Rate Authorized Under 5USC 5303)

AREA OF CONSIDERATION: All Sources

CONDITIONS OF EMPLOYMENT:

Number of Vacancy(s): Applications are being accepted from all interested parties for placement in the **Applicant Supply File** for future referral when vacancies occur. Positions may be permanent or temporary, term, full-time, part-time or intermittent (work only when called).

The incumbent of this position is subject to call back and/or standby work.

This announcement is for non-supervisory/non-managerial positions only.

Promotional Potential: None

Relocation Expenses: If positions are advertised outside of the local commuting area and an applicant from outside the local commuting area is selected, then IHS is obligated to pay relocation expenses.

If you are a male, born after December 31, 1959, and you want to be employed by the federal government, you must (subject to certain exemptions) be registered with the Selective Service System.

In accordance with Chapter 12, Indian Health Manual, IHS Employee Immunization Program, selected candidate will be required to submit proof of immunity to the following diseases: Rubella and Measles.

Before hiring, the IHS will ask you to complete a "Declaration for Federal Employment" and/or "Declaration for Federal Employment Indian Health Service Child Care & Indian Child Care Worker Positions" to determine your suitability for federal employment, to authorize a background investigation, and to certify the accuracy of all information in your application. Under P.L. 101-630 Indian Child Protection Act, anyone who answers in the affirmative will be found ineligible and unsuitable for employment in the Indian Health Service. If you make a false statement in any part of your application, you may not be hired; you may be fired after you begin work; or you may be fined or jailed.

DUTIES AND RESPONSIBILITIES: Provide direct nursing service in the assessment, planning, implementation and evaluation of patient care in hospitals and health clinics. Provides direct care/services to neo-natal, pediatric, geriatric, adolescent and adult patients. Work is performed in general/surgical units providing age specific care for pediatric through adult patients. Work is also performed in specialized areas such as ambulatory care, emergency room, and obstetrics. Is able to function without supervision in certain specialized area. May be required to work on a rotational basis during evenings, nights, weekends and holidays. Performs other duties as assigned.

COMPETITIVE SERVICE AND EXCEPTED SERVICE QUALIFICATION REQUIREMENTS:

Education: Degree or diploma from a professional nursing program approved by the legally designated State accrediting agency at the time the program was completed by the applicant.

In Addition to Meeting the Basic Requirements: Applicants must have had 52 weeks of professional nursing experience equivalent to at least the GS -7 level.

Professional Nurse Experience: Uses the nursing process to provide professional nursing care. Demonstrates the ability to provide health promotion and disease prevention teaching to patients and families. Administers therapeutic measures as prescribed by a licensed physician. This experience may have been gained in hospitals, clinics, emergency rooms or community health care settings.

Evaluation of Experience: Experience must have equipped the applicant with the particular knowledge, skills, and abilities to perform successfully the duties of the position. At GS -9 level, many positions require experience in a specialty area of nursing.

SELECTIVE FACTOR: In addition to the qualification requirements, to be rated basically qualified for the position, applicants must demonstrate possession of the following knowledge, skills, and abilities (KSAs).

Verification of a current, valid, active, unrestricted license in any State, the District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States is required when filling all positions for registered nurses at all levels.

PUBLIC HEALTH SERVICE (PHS) LICENSURE POLICY: Each PHS Nurse must possess and maintain a valid, active, current licensure/registration as a professional nurse.

Substitution of education for experience is made in accordance with USOPM Operating Standards for General Schedule Positions. Two full years of progressively higher level graduate education or a master's or equivalent degree can be substituted for 52 weeks of experience equivalent to at least the GS -7 level. Applicants must provide documentation or proof, i.e., college transcripts..

TIME-IN-GRADE REQUIREMENTS: Merit Promotion candidates must have completed at least 52 weeks of service in positions equivalent to the GS -7 level.

EVALUATION METHOD AND RANKING FACTORS: Evaluation will be made of the extent to which experience, education, training, self-development, performance appraisal, outside activities, and/or awards demonstrate that basically qualified candidates possess the Ranking Factors-KSAs described below. Applicants must address the following KSAs on a separate sheet of paper.

Please address the following Knowledge, Skills and Abilities (KSAs) on separate sheet of paper.

KSAs for Clinical Nurse, GS-610-09

- 1) **ABILITY TO PROVIDE PROFESSIONAL NURSING CARE TO PATIENTS.** (Nurses must be able to use all phases of the nursing process to care for patients and make nursing judgements based on data, such as: collecting assessment data; planning, implementing and evaluating patient care.)
- 2) **ABILITY TO TEACH.** (Nurses must be able to convey complex health information in a variety of settings, such as: one-to-one, family conferences, peer education, and interdisciplinary clinical settings.)
- 3) **ABILITY TO WORK WITH SPECIALIZED EQUIPMENT.** (Nurses must be able to operate and utilize specialized equipment in the collection of patient data and make nursing judgements based on chart data, such as; monitor/defibrillator, fetal monitoring, monitor equipment, IV infusion devices, ventilators, suction devices, O2 (respiratory equipment), swan ganz (sg), computers, etc.)
- 4) **ABILITY TO PROVIDE LEADERSHIP ON THE NURSING UNIT.** (Nurses must be able to direct the activities of others, such as; make patient care assignments, access the unit and establish priorities, serve as charge nurse, serve as preceptor for orientation, provide technical expertise and guidelines.)

WHO MAY APPLY:

☞☞ **Merit Promotion Plan (MPP) Candidates:** Applications will be accepted from status eligibles (e.g., reinstatement eligibles and current permanent employees in the competitive federal service) and from current permanent IHS employees in the Excepted Service who are entitled to Indian preference.

Excepted Service Examining Plan (ESEP) Candidates: Applications will be accepted from individuals entitled to Indian preference. Current permanent IHS Excepted Service employees and Competitive Service employees or Reinstatement eligible entitled to Indian preference may also apply under the provision of the Indian Health Service Excepted Service Examining Plan.

Candidates must indicate whether their application is submitted under the IHS Excepted Service Examining Plan, the IHS Area Merit Promotion Plan, or both.

Non-Status Candidates: Applications will also be accepted from non-status candidates (individuals who have never been employed by the federal government) and individuals eligible for non-competitive appointment (e.g., applicants eligible for appointment under the Veterans Readjustment Act, the severely handicapped, those with a 30% or more compensable service-connected disability). Veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service may apply.

Indian Preference: Indian Health Service is required by law to give absolute preference in employment to qualified Indian preference candidates.

Veterans Preference: Veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service may apply.

Commissioned Corps Officers: PHS Commissioned Corps Officers are invited to apply for applicable professional positions for which they are qualified. The USPHS Commissioned Corps Officers who wish to apply for this vacancy announcement must submit a resume and meet the same experience and training requirements for positions as Civil Service applicants as provided by IHS Circular No. 87-2, date July 9, 1987 and all other documents specified in this announcement including KSAs, transcripts, registration, etc.”

Reasonable Accommodations: This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify Cordelia Tsadiasi at (505) 782-7516. The decision on granting reasonable accommodation will be made on a case-by-case basis.

Displaced Federal Employees Requesting Special Selection Priority Consideration: If you are currently a DHHS (includes IHS) employee who has received a Reduction in Force (RIF) separation notice or a Certificate of Expected Separation, you may be entitled to special priority selection under the DHHS (includes IHS) Career Transition Assistance Program (CTAP).

Career Transition Assistance Program (CTAP) -- To receive this priority consideration you must:

1. Be a current DHHS career or career-conditional (tenure group I or II) or be a current IHS excepted appointment (with no time limits) tenure group II excepted/competitive service employee who has received a RIF separation notice or a Certificate of Expected Separation (CES) and, the date of the RIF separation has not passed and you are still on the rolls of DHHS. You must submit a copy of the RIF separation notice or CES along with your application.
2. Be applying for a position that is at or below the grade level of the position from which you are being separated. The position must not have a greater promotion potential than the position from which you are being separated.
3. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package.
4. Be currently employed by DHHS (includes IHS) in the same commuting area of the position for which you are requesting priority consideration.
5. File your application by the Vacancy Announcement closing date and meet all the application criteria (e.g., submit all required documentation, etc.).
6. Meet the basic qualifications for the position, including any documented selective factors, physical requirements with any reasonable accommodation, and is able to satisfactorily perform the duties of the position without undue interruption.

Interagency Career Transition Assistance Program (ICTAP) – If you are a displaced federal employee you may be entitled to receive special priority selection under the ICTAP. To receive this priority consideration you must:

1. Be a displaced federal employee. You must submit a copy of the appropriate documentation such as RIF separation notice, a letter from OPM or your agency documenting your priority consideration status with your application package. The following categories of candidates are considered displaced employees:
 - A. Current or former career or career-conditional (tenure group I or II) competitive service employees who:
 - 1) Received a specific RIF separation notice; or

- 2) Separated because of a compensable injury, whose compensation has been terminated, and whose former agency certifies that it is unable to place; or
- 3) Retired with a disability and whose disability annuity has been or is being terminated; or
- 4) Upon receipt of a RIF separation notice retired on the effective date of the RIF and submits a Standard Form 50 that indicates "Retirement in lieu of RIF;" or
- 5) Retired under the discontinued service retirement option; or
- 6) Was separated because he/she declined a transfer of function or directed reassignment to another commuting area.

OR

B. Former Military Reserve or National Guard Technicians who are receiving a special Office of Personnel Management (OPM) disability retirement annuity under section 8337(h) or 8456 of Title 5 United States Code.

2. Be applying for a position at or below the grade level of the position from which you have been separated. The position must not have a greater promotion potential than the position from which you were separated.
3. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package. (This requirement does not apply to candidates who are eligible due to compensable injury or disability retirement).
4. Occupy or be displaced from a position in the same local commuting area of the position for which you are requesting priority consideration.
5. File your application by the Vacancy Announcement closing date and meet all the application criteria (e.g., submit all required documentation, etc.).
6. Be rated well qualified for the position, including any documented selective factors, quality ranking factors, physical requirements with any reasonable accommodation, and is able to satisfactorily perform the duties of the position upon entry.

~~§~~ Well-Qualified Definition: Surplus or displaced Department of Health and Human Services (DHHS) employees may exercise selection priority for DHHS vacancies in their local commuting area if they apply directly for the vacancy and are determined to be well-qualified.

~~§~~ If filing an application for a noncompetitive action when no official vacancy announcement is being announced, "well-qualified" means that you meet the minimum qualification and eligibility requirements of the position (including any selective factors), and can perform the duties of the position without undue interruption to organizational operations.

~~§~~ If filing an application under a vacancy announcement, "well-qualified" means you meet the minimum qualification and eligibility requirements of the position (including any selective factors), and meet the cut-off score to be referred to the selection official. This score is derived as a natural break resulting from the rating and ranking of all qualified applicants to determine the extent to which candidates possess the knowledge, skills, and abilities (KSAs) required to succeed in the position.

~~§~~ Only U.S. citizens may be appointed to the Competitive Service.

WHERE TO APPLY:

Applications MUST be submitted to the following address:

Zuni PHS Indian Hospital
Human Resources Office
P.O. Box 467
Zuni, New Mexico 87327

For copies of vacancy announcements, contact **Cordelia Tsadiasi** at (505) 782-7516 or download from the IHS website at www.ihs.gov or OPM website at www.usajobs.opm.gov. We do not FAX vacancy announcements.

REQUIRED DOCUMENTATION:

~~§~~ Verification of Indian Preference: Applicants who wish to receive Indian Preference **MUST** submit the BIA Form 4432, Verification of Indian Preference for Employment in BIA and IHS Only. This certifies the applicant as Indian as defined by the IHS Circular No. 87-3, dated July 9, 1987. Indian Preference will not be given unless the BIA Form 4432 is attached to the application/Resume.

~~§~~ The OF-306, Declaration for Federal Employment. Form may be downloaded from: www.opm.gov/forms/pdfimage/of0306.pdf.

~~✓~~~~✓~~ **Copy of a valid license/registration as required by PHS Licensure Policy (Required for candidates applying as a Physician).**

~~✓~~~~✓~~ Supplemental Questionnaire Statement addressing the Knowledge, Skills, and Abilities.

~~✓~~~~✓~~ Indian Health Service Child Care and Child Care Worker Position Statement

~~✓~~~~✓~~ Statement of authorization to review of application

~~✓~~~~✓~~ See, How to Apply, page 8, for additional information.

OTHER IMPORTANT INFORMATION:

~~✓~~~~✓~~ Persons who submit incomplete applications will be given credit only for the information they provide and may not, therefore, receive full credit for their veteran preference determination, Indian preference, education, training and/or experience.

~~✓~~~~✓~~ All material submitted for consideration under this announcement becomes the property of Human Resources and is subject to verification. Therefore, careful attention should be given to the information provided. Fraudulent statements or any form of misrepresentation in the application process could result in loss of consideration for this position and/or a determination of unsuitability for federal employment.

~~✓~~~~✓~~ Additional or alternate selections may be made within 90 days from the date the certificate was issued if the position becomes vacant; if filling an identical additional position in the same geographic location; and if the qualification requirements are the same.

~~✓~~~~✓~~ **EQUAL EMPLOYMENT OPPORTUNITY:** Except for Indian preference, consideration will be given without regard to any non-merit factor such as race, color, religion, sex, national origin, partisan politics, physical or mental handicap, marital status, age, membership or non-membership in any employee organization, or sexual orientation.

HUMAN RESOURCES CLEARANCE:

Human Resources Specialist

Date

THE FOLLOWING STATEMENT MUST ACCOMPANY ALL APPLICATIONS:

I authorize any and all persons involved directly and/or indirectly in the selection process to review my application.

Signature of Applicant

Addendum to Declaration for Federal Employment (OF 306)
Indian Health Service
Child Care & Indian Child Care Worker Positions

Item 15a. Agency Specific Questions

Name: _____ **Social Security Number:** _____
(Please print)

Job Title in Announcement: _____ **Announcement Number:** _____

Section 231 of the Crime Control Act 1990, Public Law 101-647, requires that employment applications for Federal child care positions contain a question asking whether the individual has ever been arrested for or charged with a crime involving a child and for the disposition of the arrest or charge.

Section 408 of the Miscellaneous Indian Legislation, Public Law 101-630, contains a related requirement for positions in the Department of Health and Human Services that involve regular contact with or control over Indian children. The agency must ensure that persons hired for these positions have not been found guilty of or pleaded nolo contendere or guilty to certain crimes.

To assure compliance with the above laws, the following questions are added to the Declaration for Federal Employment:

1) Have you ever been arrested for or charged with a crime involving a child? YES _____ NO _____
[If YES, provide the date, explanation of the violation, disposition of the arrest or charge, place of occurrence, and the name and address of the police department or court involved.]

- 2) Have you ever been found guilty of, or entered a plea of nolo contendere (no contest) or
3) guilty to, any felonious or misdemeanor offense under Federal, State, or tribal law involving
4) crimes of violence; sexual assault, molestation, exploitation, contact or prostitution; or crimes
5) against persons; or offenses committed against children?

YES _____ NO _____

[If YES, provide the date, explanation of the violation, disposition of the arrest or charge, place of occurrence, and the name address of the police department or court involved.]

I certify that (1) my response to these questions is made under penalty of perjury, which is punishable by fines of up to \$2,000 or 5 years imprisonment, or both; and (2) I have received notice that a criminal check will be conducted. I understand my right to obtain a copy of any criminal history report made available to the Indian Health Service and my right to challenge the accuracy and completeness of any information contained in the report.

Applicant's Signature (sign in ink)

Date

Public Burden Statement: In accordance with Paperwork Reduction Act (5 CFR 1320.8 (b)(3), a Federal agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. Respondents must be informed (on the reporting instrument, in instructions, or in a cover letter) the reasons for which the information will be collected; the way the information will be used to further the proper performance of the functions of the agency; whether responses to the collection of the information are voluntary, required to obtain a benefit (citing authority), or mandatory (citing authority); and the nature and extent of confidentiality to be provided, if any (citing authority). Public reporting burden for this collection of information is estimated to average 15 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the necessary data, and completing and reviewing the collection information. Send comments regarding the burden estimate or any other aspect of this collection of information to the IHS PRA Information Collection Clearance Staff, 12300 Twinbrook Parkway, Suite 450, Rockville, MD 20852.
Please do not send completed data collection instruments to this address.

GEOGRAPHIC AVAILABILITY

Please place an **X** for the area to identify your understanding that you wish to be considered for Zuni only. The Hospital is located within and serviced by the Albuquerque Area Indian Health Service.

Zuni Hospital

1. NURSING SPECIALTY

Place an **X** next to those specialty areas listed below for which you are qualified and wish to be considered. An applicant must have at least ONE-YEAR OF PROFESSIONAL nursing experience in the specialty to qualify in the specialty area(s). Your application/resume will be carefully reviewed to determine whether you possess the required knowledge, skills and abilities for specified specialty area(s) you choose.

 Ambulatory Care/Triage/Emergency Room

 General Medical/Surgical

 OB/GYN

 Community Health Nurse

1. WORK SCHEDULE

1) **Indicate your availability for employment:**

A. Appointment Type	YES	NO	B. Appointment Type	YES	NO	C. Rotating/Shift Work	YES	NO
Permanent			D. Temporary			E. Weekends		
F. Full-Time			Less than 1 month			G. Evenings		
H. Intermittent			1 to 4 months			I. Nights		
J. Term			5 to 12 month					

Grade/Pay – The position must pay at least \$_____ per _____ (year, month, day or hour) or be at least grade _____.

When will you be available for work? _____ (month and year).

Name

Date

HOW TO APPLY

<p>The Federal Government does not require a standard application form for most jobs, but certain information is needed to evaluate your qualifications and determine if you meet legal requirements for Federal employment.</p>			
<p>Optional Application for Federal Employment – Form Number OF-612 www.opm.gov/forms/pdf_fill/of0612.pdf</p>	<p>Application for Federal Employment Form Number SF-171 http://forms.psc.gov/forms/SF/SF-171.pdf</p>	<p>Resume or Other written application format with information requested below. www.opm.gov/forms/pdfimage/of0510.pdf</p>	
<p>If your resume or application does not provide all the information we request, you may lose consideration for a job. Applicants who submit incomplete applications will be given credit ONLY for the information they provide and may not, therefore, receive full credit for their Veteran Preference determination, Indian Preference, education, training and/or experience.</p>			
<p>Your resume or application format MUST contain the following information. FAILURE TO INCLUDE ANY OF THE INFORMATION LISTED BELOW MAY RESULT IN LOSS OF CONSIDERATION FOR THIS POSITION. ADDITIONAL INFORMATION WILL NOT BE SOLICITED BY THIS OFFICE.</p>			
<p>✂✂ JOB INFORMATION Announcement number, title and grade of the job for which you are applying.</p>			
<p>✂✂ PERSONAL INFORMATION Full name, mailing address (with ZIP codes), day and evening telephone numbers (with Area codes). Social Security Number. Country of citizenship.</p>			
<p>✂✂ EDUCATION High School (name, city, state, ZIP code if known), and date of diploma or GED. College and/or universities (name, city, state ZIP code if known), majors, type and year of any degrees received (if no degree show total semester or quarter hours earned). To obtain educational credit, applicants must submit a copy of all college transcripts.</p>			
<p>✂✂ WORK EXPERIENCE Copy of latest Personnel Action (SF-50B) if current or former Federal employee. Highest Federal civilian grade held (give job series and dates held). Work experience (paid and unpaid) Job title (include series and grade if Federal job) Duties and accomplishments Employer's name and address Supervisor's name and telephone number Starting and ending dates (month and year) Hours per week Salary Indicate if we may contact your current Supervisor.</p>			
<p>✂✂ OTHER QUALIFICATIONS Give dates but do not send documents unless requested. Job related training courses Job related skills, i.e., computer software/hardware, tools, typing speed Job related certificates and licenses (if you are a licensed, certified, or registered professional, submit copy of license/certification/registration.) Honors, awards, special accomplishments, i.e., publications, memberships, in professional or honor societies, leadership activities, public speaking, and performance awards.</p>			
<p>Submit the following documents along with your chosen application format if you are in one of the following categories:</p>			
<p>COMMISSIONED OFFICER</p> <p>✂✂ Current Billet description</p> <p>✂✂ Most recent "Commissioned Officers Effectiveness Report".</p> <p>✂✂ Child Care Statement Form</p> <p>✂✂ Copies of Licensures</p>	<p>INDIAN PREFERENCE</p> <p>✂✂ Verification of Indian Preference for employment, Bureau of Indian Affairs (BIA) Form 4432.</p> <p>✂✂ Current Albuquerque Area employees may state that proof of Indian Preference is on file in the Official Personnel Folder</p> <p>✂✂ Preference will not be given unless a copy of the 4432 is attached to the application.</p>	<p>VETERAN PREFERENCE</p> <p>✂✂ Certificates of Release or discharge from Active Duty, VA form DD-214, and/or Application for 10-point Veterans Preference, Form SF-15.</p> <p>✂✂ To receive preference if your service began October 15, 1976, you must have a Campaign Badge, Expeditionary Medal, or a service connect disability.</p> <p>✂✂ Preference will not be given unless a copy of the DD-214 (with appropriate dates) is attached to the application.</p>	<p>FEDERAL EMPLOYEE</p> <p>✂✂ Copy of latest Notification of Personnel Action, SF-50</p> <p>✂✂ Copy of current performance appraisal.</p> <p>✂✂ Priority consideration will not be given to DISPLACED FEDERAL EMPLOYEES, unless a copy of the appropriate documentation such as a RIF separation letter, a letter from OPM or your agency documentation showing your priority consideration status is attached to the application.</p>



DEPARTMENT OF HEALTH AND HUMAN SERVICES
ALBUQUERQUE AREA INDIAN HEALTH SERVICE



The Albuquerque Area Indian Health Service defines its mission as a commitment to the well-being and cultural integrity of Indian people through a participatory and consultative process.

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VACANCY ANNOUNCEMENT

VACANCY ANNOUNCEMENT NO.	OPENING DATE	CLOSING DATE
ZSU-MPP-610B ZSU-ESEP-610B	February 9, 2004	OPEN CONTINUOUS

POSITION TITLE, SERIES, GRADE AND SALARY	LOCATION & DUTY STATION
Nurse GS-610-04, \$36,864 per annum GS-610-05, \$40,447 per annum GS-610-07, \$44,203 per annum	PHS Indian Hospital Nursing Department Zuni, New Mexico
Specialties include: General Medical/Surgical Ambulatory Care/Triage/ER OB/GYN Community Health Nursing	

(Special Salary Rate Authorized Under 5USC 5303)

AREA OF CONSIDERATION: All Sources

CONDITIONS OF EMPLOYMENT:

- Number of Vacancy(s): Applications are being accepted from all interested parties for placement in the **Applicant Supply File** for future referral when vacancies occur. Positions may be permanent or temporary, term, full-time, part-time or intermittent (work only when called).
- The incumbent of this position is subject to call back and/or standby work.
- This announcement is for non-supervisory/non-managerial positions only.
- Promotional Potential: Positions may be filled at any one of the grade levels listed above. Depending on the specialty and location, some permanent positions may have promotion potential.
- Relocation Expenses: If positions are advertised outside of the local commuting area and an applicant from outside the local commuting area is selected, then IHS is obligated to pay relocation expenses.
- If you are a male, born after December 31, 1959, and you want to be employed by the federal government, you must (subject to certain exemptions) be registered with the Selective Service System.
- In accordance with Chapter 12, Indian Health Manual, IHS Employee Immunization Program, selected candidate will be required to submit proof of immunity to the following diseases: Rubella and Measles.
- Before hiring, the IHS will ask you to complete a "Declaration for Federal Employment" and/or "Declaration for Federal Employment Indian Health Service Child Care & Indian Child Care Worker Positions" to determine your suitability for federal employment, to authorize a background investigation, and to certify the accuracy of all information in your application. Under P.L. 101-630 Indian Child Protection Act, anyone who answers in the affirmative will be found ineligible and unsuitable for employment in the Indian Health Service. If you make a false statement in any part of your application, you may not be hired; you may be fired after you begin work; or you may be fined or jailed.

DUTIES AND RESPONSIBILITIES: Provides direct nursing services in the assessment, diagnosing, intervention and evaluation of nursing care in hospitals. Provides direct care/services to neo-natal, pediatric, geriatric, adolescent and adult patients. As a graduate

nurse trainee, trainee will perform professional duties that involve primary routine nursing care and applies knowledge and skill to support the basic preparation of professional nursing. Works under supervision of Supervisory Clinical Nurse or Charge Nurse. Consults the team leader or head nurse on unusual problems, emergencies, and matters not covered in initial instructions. May be required to work on a rotational basis during evenings, nights, weekends, and holidays. Performs other duties as assigned.

COMPETITIVE SERVICE AND EXCEPTED SERVICE QUALIFICATION REQUIREMENTS:

Education: Degree or diploma from a professional nursing program approved by the legally designated State accrediting agency at the time the program was completed by the applicant. (One year of nursing experience as a military corpsman that has been accepted by a State licensing body may be accepted in lieu of education at the GS -4 level.)

The amounts of education and/or experience required to qualify for the position are listed as follows:

- GS-4: Completion of a program of less than 30 months' duration or associate degree; OR 52 weeks of professional nurse experience as a military corpsman.
- GS-5: Completion of a program of less than 30 months' duration or associate degree, AND 52 weeks of professional nurse experience of at least GS -4 level practical nurse or nursing assistant experience under the supervision of a professional nurse;
OR
Completion of a program of at least 30 months' duration or 4 academic years above high school or bachelor's degree.
- GS-7: Completion of a professional nursing program, AND 52 weeks of professional nurse experience equivalent to at least the GS-5 level;
OR
1 full year of graduate education or bachelor's degree with superior academic achievement.

Equivalent combinations of education and experience are qualifying for all grade levels and positions for which both education and experience are acceptable.

Evaluation of Education: At the GS-5 level, successfully completed undergraduate course work in nursing; behavioral, physical, or biological sciences related to nursing; nutrition; public health; and maternal and child health in excess of that required for completion of an associate degree may be substituted for professional nursing experience at the rate of 1 academic year for 9 months of experience.

Professional Nurse Experience: Uses the nursing process to provide professional nursing care. Demonstrates the ability to provide health promotion and disease prevention teaching to patients and families. Administers therapeutic measures as prescribed by a licensed physician. This experience may have been gained in hospitals, clinics, emergency rooms or community health care settings.

Evaluation of Experience: Experience must have equipped the applicant with the particular knowledge, skills, and abilities to perform successfully the duties of the position.

SELECTIVE FACTOR: In addition to the qualification requirements, to be rated basically qualified for the position, applicants must demonstrate possession of the following knowledge, skills, and abilities (KSAs).

Verification of a current, valid, active, unrestricted license in any State, the District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States is required when filling all positions for registered nurses at all levels.

PUBLIC HEALTH SERVICE (PHS) LICENSURE POLICY: Each PHS Nurse must possess and maintain a valid, active, current licensure/registration as a professional nurse.

Substitution of education for experience is made in accordance with USOPM Operating Standards for General Schedule Positions. For the GS-4 level, completion of a program of less than 30 months' duration or associate degree. For GS-5, completion of program of at least 30 months' duration or four academic years above high school or bachelor's degree. For GS-7, one full year of graduate education or bachelor's degree with superior academic achievement. Applicants must provide documentation or proof, i.e. college transcripts.

TIME-IN-GRADE REQUIREMENTS: Merit Promotion candidates for the GS-7 level must have completed at least 52 weeks of service in positions equivalent to the GS-5 level.

EVALUATION METHOD AND RANKING FACTORS: Evaluation will be made of the extent to which experience, education, training, self-development, performance appraisal, outside activities, and/or awards demonstrate that basically qualified candidates possess the Ranking Factors-KSAs described below. Applicants must address the following KSAs on a separate sheet of paper.
Please address the following Knowledge, Skills and Abilities (KSAs) on separate sheet of paper.

- 1) **ABILITY TO LEARN.** This is the ability to integrate a wide variety of oral and written information, and to understand and process that information in a logical fashion. The incumbent of this position will be exposed to diverse formats and concepts and will be expected to learn and understand these materials on an increasing basis as their training program progresses.
 - 2) **ABILITY TO WORK AS A TEAM MEMBER.** This is the ability to organize, work with others where the work involves mutual cooperation in areas such as: unusual problems, emergencies, discussions, meetings, patient conditions, assessments, and other matters not covered in initial instructions (oral and/or written).
 - 3) **ABILITY TO WORK WITH A VARIETY OF INDIVIDUALS.** The person in this position should have the ability to establish and maintain positive interpersonal relations utilizing tact, diplomacy, and mature judgement with a variety of individuals, including superiors, peers, and subordinates within the organization, and with persons outside the organization.
-

WHO MAY APPLY:

☞☞ **Merit Promotion Plan (MPP) Candidates:** Applications will be accepted from status eligibles (e.g., reinstatement eligibles and current permanent employees in the competitive federal service) and from current permanent IHS employees in the Excepted Service who are entitled to Indian preference.

☞☞ **Excepted Service Examining Plan (ESEP) Candidates:** Applications will be accepted from individuals entitled to Indian preference. Current permanent IHS Excepted Service employees and Competitive Service employees or Reinstatement eligible entitled to Indian preference may also apply under the provision of the Indian Health Service Excepted Service Examining Plan.

☞☞ Candidates **must indicate** whether their application is submitted under the IHS Excepted Service Examining Plan, the IHS Area Merit Promotion Plan, or both.

☞☞ **Non-Status Candidates:** Applications will also be accepted from non-status candidates (individuals who have never been employed by the federal government) and individuals eligible for non-competitive appointment (e.g., applicants eligible for appointment under the Veterans Readjustment Act, the severely handicapped, those with a 30% or more compensable service-connected disability). Veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service may apply.

☞☞ **Indian Preference:** Indian Health Service is required by law to give absolute preference in employment to qualified Indian preference candidates.

☞☞ **Veterans Preference:** Veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service may apply.

☞☞ **Commissioned Corps Officers:** PHS Commissioned Corps Officers are invited to apply for applicable professional positions for which they are qualified. The USPHS Commissioned Corps Officers who wish to apply for this vacancy announcement must submit a resume and meet the same experience and training requirements for positions as Civil Service applicants as provided by IHS Circular No. 87-2, date July 9, 1987 and all other documents specified in this announcement including KSAs, transcripts, registration, etc.”

☞☞ **Reasonable Accommodations:** This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify Cordelia Tsadiasi at (505) 782-7516. The decision on granting reasonable accommodation will be made on a case-by-case basis.

☞☞ **Displaced Federal Employees Requesting Special Selection Priority Consideration:** If you are currently a DHHS (includes IHS) employee who has received a Reduction in Force (RIF) separation notice or a Certificate of Expected Separation, you may be entitled to special priority selection under the DHHS (includes IHS) Career Transition Assistance Program (CTAP).

☞☞ **Career Transition Assistance Program (CTAP)** -- To receive this priority consideration you must:

7. Be a current DHHS career or career-conditional (tenure group I or II) or be a current IHS excepted appointment (with no time limits) tenure group II excepted/competitive service employee who has received a RIF separation notice or a Certificate of Expected Separation (CES) and, the date of the RIF separation has not passed and you are still on the rolls of DHHS. You must submit a copy of the RIF separation notice or CES along with your application.
8. Be applying for a position that is at or below the grade level of the position from which you are being separated. The position must not have a greater promotion potential than the position from which you are being separated.

9. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package.
10. Be currently employed by DHHS (includes IHS) in the same commuting area of the position for which you are requesting priority consideration.
11. File your application by the Vacancy Announcement closing date and meet all the application criteria (e.g., submit all required documentation, etc.).
12. Meet the basic qualifications for the position, including any documented selective factors, physical requirements with any reasonable accommodation, and is able to satisfactorily perform the duties of the position without undue interruption.

~~§§~~ **Interagency Career Transition Assistance Program (ICTAP)** – If you are a displaced federal employee you may be entitled to receive special priority selection under the ICTAP. To receive this priority consideration you must:

1. Be a displaced federal employee. You must submit a copy of the appropriate documentation such as RIF separation notice, a letter from OPM or your agency documenting your priority consideration status with your application package. The following categories of candidates are considered displaced employees:
 - C. Current or former career or career-conditional (tenure group I or II) competitive service employees who:
 - 7) Received a specific RIF separation notice; or
 - 8) Separated because of a compensable injury, whose compensation has been terminated, and whose former agency certifies that it is unable to place; or
 - 9) Retired with a disability and whose disability annuity has been or is being terminated; or
 - 10) Upon receipt of a RIF separation notice retired on the effective date of the RIF and submits a Standard Form 50 that indicates "Retirement in lieu of RIF;" or
 - 11) Retired under the discontinued service retirement option; or
 - 12) Was separated because he/she declined a transfer of function or directed reassignment to another commuting area.

OR

- D. Former Military Reserve or National Guard Technicians who are receiving a special Office of Personnel Management (OPM) disability retirement annuity under section 8337(h) or 8456 of Title 5 United States Code.
2. Be applying for a position at or below the grade level of the position from which you have been separated. The position must not have a greater promotion potential than the position from which you were separated.
3. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package. (This requirement does not apply to candidates who are eligible due to compensable injury or disability retirement).
4. Occupy or be displaced from a position in the same local commuting area of the position for which you are requesting priority consideration.
5. File your application by the Vacancy Announcement closing date and meet all the application criteria (e.g., submit all required documentation, etc.).
6. Be rated well qualified for the position, including any documented selective factors, quality ranking factors, physical requirements with any reasonable accommodation, and is able to satisfactorily perform the duties of the position upon entry.

~~§§~~ **Well-Qualified Definition:** Surplus or displaced Department of Health and Human Services (DHHS) employees may exercise selection priority for DHHS vacancies in their local commuting area if they apply directly for the vacancy and are determined to be well-qualified.

~~§§~~ If filing an application for a noncompetitive action when no official vacancy announcement is being announced, "well-qualified" means that you meet the minimum qualification and eligibility requirements of the position (including any selective factors), and can perform the duties of the position without undue interruption to organizational operations.

~~§§~~ If filing an application under a vacancy announcement, "well-qualified" means you meet the minimum qualification and eligibility requirements of the position (including any selective factors), and meet the cut-off score to be referred to the selection official. This score is derived as a natural break resulting from the rating and ranking of all qualified applicants to determine the extent to which candidates possess the knowledge, skills, and abilities (KSAs) required to succeed in the position.

~~§§~~ Only U.S. citizens may be appointed to the Competitive Service.

WHERE TO APPLY:

Applications MUST be submitted to the following address:

Zuni PHS Indian Hospital
Human Resources Office
P.O. Box 467
Zuni, New Mexico 87327

For copies of vacancy announcements, contact **Cordelia Tsadiasi** at (505) 782-7516 or download from the IHS website at www.ihs.gov or OPM website at www.usajobs.opm.gov. We do not FAX vacancy announcements.

REQUIRED DOCUMENTATION:

- ✍✍ Verification of Indian Preference: Applicants who wish to receive Indian Preference **MUST** submit the BIA Form 4432, Verification of Indian Preference for Employment in BIA and IHS Only. This certifies the applicant as Indian as defined by the IHS Circular No. 87-3, dated July 9, 1987. Indian Preference will not be given unless the BIA Form 4432 is attached to the application/Resume.
- ✍✍ The OF-306, Declaration for Federal Employment. Form may be downloaded from: www.opm.gov/forms/pdfimage/of0306.pdf.
- ✍✍ **Copy of a valid license/registration as required by PHS Licensure Policy (Required for candidates applying as a Physician).**
- ✍✍ Supplemental Questionnaire Statement addressing the Knowledge, Skills, and Abilities.
- ✍✍ Indian Health Service Child Care and Child Care Worker Position Statement
- ✍✍ Statement of authorization to review of application
- ✍✍ See, How to Apply, page 8, for additional information.

OTHER IMPORTANT INFORMATION:

- ✍✍ Persons who submit incomplete applications will be given credit only for the information they provide and may not, therefore, receive full credit for their veteran preference determination, Indian preference, education, training and/or experience.
- ✍✍ All material submitted for consideration under this announcement becomes the property of Human Resources and is subject to verification. Therefore, careful attention should be given to the information provided. Fraudulent statements or any form of misrepresentation in the application process could result in loss of consideration for this position and/or a determination of unsuitability for federal employment.
- ✍✍ Additional or alternate selections may be made within 90 days from the date the certificate was issued if the position becomes vacant; if filling an identical additional position in the same geographic location; and if the qualification requirements are the same.
- ✍✍ **EQUAL EMPLOYMENT OPPORTUNITY:** Except for Indian preference, consideration will be given without regard to any non-merit factor such as race, color, religion, sex, national origin, partisan politics, physical or mental handicap, marital status, age, membership or non-membership in any employee organization, or sexual orientation.

HUMAN RESOURCES CLEARANCE:

Human Resources Specialist

Date

THE FOLLOWING STATEMENT MUST ACCOMPANY ALL APPLICATIONS:

I authorize any and all persons involved directly and/or indirectly in the selection process to review my application.

Signature of Applicant

Addendum to Declaration for Federal Employment (OF 306)
Indian Health Service
Child Care & Indian Child Care Worker Positions

Item 15a. Agency Specific Questions

Name: _____ **Social Security Number:** _____
(Please print)

Job Title in Announcement: _____ **Announcement Number:** _____

Section 231 of the Crime Control Act 1990, Public Law 101-647, requires that employment applications for Federal child care positions contain a question asking whether the individual has ever been arrested for or charged with a crime involving a child and for the disposition of the arrest or charge.

Section 408 of the Miscellaneous Indian Legislation, Public Law 101-630, contains a related requirement for positions in the Department of Health and Human Services that involve regular contact with or control over Indian children. The agency must ensure that persons hired for these positions have not been found guilty of or pleaded nolo contendere or guilty to certain crimes.

To assure compliance with the above laws, the following questions are added to the Declaration for Federal Employment:

6) Have you ever been arrested for or charged with a crime involving a child? YES _____ NO _____
[If YES, provide the date, explanation of the violation, disposition of the arrest or charge, place of occurrence, and the name and address of the police department or court involved.]

7) Have you ever been found guilty of, or entered a plea of nolo contendere (no contest) or
8) guilty to, any felonious or misdemeanor offense under Federal, State, or tribal law involving
9) crimes of violence; sexual assault, molestation, exploitation, contact or prostitution; or crimes
10) against persons; or offenses committed against children?
YES _____ NO _____
[If YES, provide the date, explanation of the violation, disposition of the arrest or charge, place of occurrence, and the name address of the police department or court involved.]

I certify that (1) my response to these questions is made under penalty of perjury, which is punishable by fines of up to \$2,000 or 5 years imprisonment, or both; and (2) I have received notice that a criminal check will be conducted. I understand my right to obtain a copy of any criminal history report made available to the Indian Health Service and my right to challenge the accuracy and completeness of any information contained in the report.

Applicant's Signature (sign in ink)

Date

Public Burden Statement: In accordance with Paperwork Reduction Act (5 CFR 1320.8 (b)(3)), a Federal agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. Respondents must be informed (on the reporting instrument, in instructions, or in a cover letter) the reasons for which the information will be collected; the way the information will be used to further the proper performance of the functions of the agency; whether responses to the collection of the information are voluntary, required to obtain a benefit (citing authority), or mandatory (citing authority); and the nature and extent of confidentiality to be provided, if any (citing authority). Public reporting burden for this collection of information is estimated to average 15 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the necessary data, and completing and reviewing the collection information. Send comments regarding the burden estimate or any other aspect of this collection of information to the IHS PRA Information Collection Clearance Staff, 12300 Twinbrook Parkway, Suite 450, Rockville, MD 20852.
Please do not send completed data collection instruments to this address.

GEOGRAPHIC AVAILABILITY

Please place an **X** for the area to identify your understanding that you wish to be considered for Zuni only. The Hospital is located within and serviced by the Albuquerque Area Indian Health Service.

___ **Zuni Hospital**

1. NURSING SPECIALTY

Place an **X** next to those specialty areas listed below for which you are qualified and wish to be considered. An applicant must have at least ONE-YEAR OF PROFESSIONAL nursing experience in the specialty to qualify in the specialty area(s). Your application/resume will be carefully reviewed to determine whether you possess the required knowledge, skills and abilities for specified specialty area(s) you choose.

___ Ambulatory Care/Triage/Emergency Room

___ General Medical/Surgical

___ OB/GYN

___ Community Health Nurse

1. WORK SCHEDULE

1) Indicate your availability for employment:

A. Appointment Type

Permanent
F. Full-Time
H. Intermittent
J. Term

YES	NO

B. Appointment Type

D. Temporary
Less than 1 month
1 to 4 months
5 to 12 month

YES	NO

C. Rotating/Shift Work

E. Weekends
G. Evenings
I. Nights

YES	NO

Grade/Pay – The position must pay at least \$_____ per _____ (year, month, day or hour) or be at least grade _____.

When will you be available for work? _____ (month and year).

Name

Date

HOW TO APPLY

The Federal Government does not require a standard application form for most jobs, but certain information is needed to evaluate your qualifications and determine if you meet legal requirements for Federal employment.			
Optional Application for Federal Employment – Form Number OF-612 www.opm.gov/forms/pdf_fill/of0612.pdf	Application for Federal Employment Form Number SF-171 http://forms.psc.gov/forms/SF/SF-171.pdf	Resume or Other written application format with information requested below. www.opm.gov/forms/pdfimage/of0510.pdf	
If your resume or application does not provide all the information we request, you may lose consideration for a job. Applicants who submit incomplete applications will be given credit ONLY for the information they provide and may not, therefore, receive full credit for their Veteran Preference determination, Indian Preference, education, training and/or experience.			
Your resume or application format MUST contain the following information. FAILURE TO INCLUDE ANY OF THE INFORMATION LISTED BELOW MAY RESULT IN LOSS OF CONSIDERATION FOR THIS POSITION. ADDITIONAL INFORMATION WILL NOT BE SOLICITED BY THIS OFFICE.			
<div style="margin-bottom: 10px;"> <u>JOB INFORMATION</u> Announcement number, title and grade of the job for which you are applying. </div> <div style="margin-bottom: 10px;"> <u>PERSONAL INFORMATION</u> Full name, mailing address (with ZIP codes), day and evening telephone numbers (with Area codes). Social Security Number. Country of citizenship. </div> <div style="margin-bottom: 10px;"> <u>EDUCATION</u> High School (name, city, state, ZIP code if known), and date of diploma or GED. College and/or universities (name, city, state ZIP code if known), majors, type and year of any degrees received (if no degree show total semester or quarter hours earned). To obtain educational credit, applicants must submit a copy of all college transcripts. </div> <div style="margin-bottom: 10px;"> <u>WORK EXPERIENCE</u> Copy of latest Personnel Action (SF-50B) if current or former Federal employee. Highest Federal civilian grade held (give job series and dates held). Work experience (paid and unpaid) Job title (include series and grade if Federal job) Duties and accomplishments Employer's name and address Supervisor's name and telephone number Starting and ending dates (month and year) Hours per week Salary Indicate if we may contact your current Supervisor. </div> <div> <u>OTHER QUALIFICATIONS</u> Give dates but do not send documents unless requested. Job related training courses Job related skills, i.e., computer software/hardware, tools, typing speed Job related certificates and licenses (if you are a licensed, certified, or registered professional, submit copy of license/certification/registration.) Honors, awards, special accomplishments, i.e., publications, memberships, in professional or honor societies, leadership activities, public speaking, and performance awards. </div>			
Submit the following documents along with your chosen application format if you are in one of the following categories:			
COMMISSIONED OFFICER	INDIAN PREFERENCE	VETERAN PREFERENCE	FEDERAL EMPLOYEE
<div style="margin-bottom: 5px;">☞ Current Billet description</div> <div style="margin-bottom: 5px;">☞ Most recent "Commissioned Officers Effectiveness Report".</div> <div style="margin-bottom: 5px;">☞ Child Care Statement Form</div> <div>☞ Copies of Licensures</div>	<div style="margin-bottom: 5px;">☞ Verification of Indian Preference for employment, Bureau of Indian Affairs (BIA) Form 4432.</div> <div style="margin-bottom: 5px;">☞ Current Albuquerque Area employees may state that proof of Indian Preference is on file in the Official Personnel Folder</div> <div>☞ Preference will not be given unless a copy of the 4432 is attached to the application.</div>	<div style="margin-bottom: 5px;">☞ Certificates of Release or discharge from Active Duty, VA form DD-214, and/or Application for 10-point Veterans Preference, Form SF-15.</div> <div style="margin-bottom: 5px;">☞ To receive preference if your service began October 15, 1976, you must have a Campaign Badge, Expeditionary Medal, or a service connect disability.</div> <div>☞ Preference will not be given unless a copy of the DD-214 (with appropriate dates) is attached to the application.</div>	<div style="margin-bottom: 5px;">☞ Copy of latest Notification of Personnel Action, SF-50</div> <div style="margin-bottom: 5px;">☞ Copy of current performance appraisal.</div> <div>☞ Priority consideration will not be given to DISPLACED FEDERAL EMPLOYEES, unless a copy of the appropriate documentation such as a RIF separation letter, a letter from OPM or your agency documentation showing your priority consideration status is attached to the application.</div>